DOCUMENT RESUME

ED 129 226 IR 004 002

AUTHOR Frankie, Suzanne O., Comp.
TITLE ARL Annual Salary Survey, 1973-1974.
INSTITUTION Association of Research Libraries, Washington, D.C.
PUB DATE 74
NOTE 22p.

EDRS PRICE MF-$0.83 HC-$1.67 Plus Postage.
DESCRIPTORS *Librarians; Library Expenditures; Library Surveys; *Research Libraries; *Salaries; Statistical Data; Tables (Data); *University Libraries
IDENTIFIERS ARL; *Association of Research Libraries

ABSTRACT

Presented are results of a salary survey covering professional positions in member libraries of the Association of Research Libraries (ARL). Tabular summaries are provided for: (1) salary ranges; (2) relationship of salaries to total expenses; (3) median and beginning salaries in member libraries; and (4) rank ordering of both beginning and median salaries for university libraries. Data cover the 1973-74 and 1974-75 academic years. (EMH)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED129226

IR

ARL

ANNUAL SALARY SURVEY

1973-1974

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

Association of Research Libraries
1527 New Hampshire Avenue, N.W.
Washington, D. C., 20036
1974

IR 004 002

ARL ANNUAL SALARY SURVEY, 1973-1974

Table of Contents

		Page
I.	Introduction	3
II.	Explanatory Notes	4
III.	Summary of Salaries for Professional Positions	5
IV.	Analysis of Salary Figures since 1968	6
V.	Salary Figures, 1973-74 and 1974-75	
	ARL University Libraries	7
	ARL National, Public and Special Libraries	11
VI.	Rank Order Tables for University Libraries	
	Summary of Rankings, 1972-1974	12
	Beginning Professional Salaries	14
	Median Professional Salaries	17
VII.	Footnotes	20

INTRODUCTION

In the past few years approximately 60 percent of the total operating budgets of ARL university libraries has been used for salaries and wages. Thus, labor costs are a critical element requiring special consideration and analysis by library management in making decisions regarding the allocation of limited financial resources.

In order to provide information regarding salaries in research libraries, the Association of Research Libraries has published since 1967 the ARL Annual Salary Survey. In the past the surveys have been primarily a compilation of basic information regarding the median and beginning professional salaries in ARL libraries. It has become increasingly apparent, however, that with some further simple analysis of the data collected, the survey could offer some additional information to aid decision makers regarding salaries for library staff. Thus, beginning with the 1972/73 survey rank order tables, consumer price indices, and rates of change of figures for selected years were included.

Several new features have been added to the survey this year. A significant feature which is included for the first time is salary figures for the current (1974-75) as well as the previous (1973-74) year. Also, in order to provide a general context in which to analyze the salary figures, information on ARL library budgets and expenditures for salaries has been extracted from Academic Library Statistics (p. 6). A review of the annual percent of increase in salaries indicates that libraries have not been able to keep pace with the cost of living increases over the past several years. The effects of inflation are also reflected in the current statistics regarding number of positions and salary levels:

26 university libraries have reduced by 65 the number of professional positions reported.

20 university libraries report the same number of positions for 1973-74 as for 1974-75.

21 libraries report no change in the beginning professional salaries for 1973-74 and 1974-75.

In addition, while the data has not been collected long enough to identify significant patterns or trends, the summary of rankings (p. 12) indicates some interesting relationships of median and beginning professional salaries in individual institutions, and provides bases for comparison among institutions.

It is recognized that there can be many interpretations of the figures presented, dependent upon variations in reporting the data, local circumstances, the influence of other variables not considered here, etc. In future surveys we shall continue to try to refine our reporting and analysis to provide useful information on this most important subject.

Suzanne O. Frankie
ARL Assistant Executive Director
September 27, 1974

EXPLANATORY NOTES FOR THE ARL ANNUAL SALARY SURVEY

1. This survey deals with position salaries for the fiscal year 1973-74, as well as for the new fiscal year. For most libraries this means the survey will cover budgeted positions for the period July 1, 1973 through June 30, 1974, and July 1, 1974 through June 30, 1975.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for all available professional positions, whether filled or unfilled.

4. Salaries are reported for full-time positions only. Part-time positions are computed in terms of full-time equivalents.

5. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

6. The salary figures are straight gross salary figures. Fringe benefits are not included.

7. The median salaries for the total number of positions in both university and nonuniversity libraries are approximations. Exact medians are not indicated because individual salaries are not reported, only salary ranges.

8. When beginning professional salaries are reported as a range, the lower figure is used for the tabulation.

9. Any position, such as that of director of libraries, for which a salary figure has not been provided are indicated in the footnotes.

10. Explanatory footnotes to the reported figures are provided when necessary.

SUMMARY OF SALARIES FOR PROFESSIONAL POSITIONS

SALARY RANGE	UNIVERSITY LIBRARIES				NON-UNIVERSITY LIBRARIES			
	1973-74	% *	1974-75	% *	1973-74	% *	1974-75	% *
$ 37,000 or more	7		15		4		6	
36,000---36,999	3		4		80	2	81	2
35,000---35,999	6		8		3		4	
34,000---34,999	6		12		7		11	
33,000---33,999	5		5		16		18	
32,000---32,999	9		12		34	3	36	3
31,000---31,999	7		16	1	28	4	24	4
30,000---30,999	10		20		14		13	
29,000---29,999	15	1	10		31	5	35	5
28,000---28,999	25		16		32	6	41	6
27,000---27,999	14		11	2	27		26	7
26,000---26,999	20	2	32		56	8	60	8
25,000---25,999	26		35	3	62	10	66	10
24,000---24,999	25		31		73	11	80	12
23,000---23,999	20	3	49	4	62	13	67	14
22,000---22,999	47	4	64	6	115	16	108	16
21,000---21,999	51	5	79	7	63	17	78	18
20,000---20,999	71	6	130	9	100	20	107	21
19,000---19,999	120	8	143	11	223	25	219	26
18,000---18,999	139	10	178	14	183	30	199	31
17,000---17,999	161	13	238	18	175	34	174	35
16,000---16,999	271	17	291	23	241	40	228	41
15,000---15,999	288	22	413	29	240	46	258	47
14,000---14,999	425	29	549	38	282	53	296	54
13,000---13,999	526	38	575	48	209	58	259	60
12,000---12,999	703	49	793	61	511	70	472	72
11,000---11,999	844	63	833	74	294	77	313	79
10,000---10,999	968	79	917	89	506	89	478	91
9,500----9,999	514	87	319	94	349	98	356	99
9,000----9,499	410	94	216	97	23		26	
8,500----8,999	210	97	51	98	43	99	1	
8,000----8,499	76		30	99	2			
7,500----7,999	25	99	23				1	
7,000----7,499	17		11				1	100
6,500----6,999	12		12	100				
6,000----6,499	19				1	100		
5,500----5,999	7	100						
Total Positions	6102		6141		4089		4142	
Median Salary (approximate)	11,850		12,800		14,400		14,500	

*Percent of positions with salaries equal to or above first figure shown in the salary range column (e.g., In 1973-74 6% of the university librarians earned $20,000 or more).

RELATIONSHIP OF SALARY EXPENDITURES TO TOTAL EXPENDITURES
ARL University Libraries

Year	Total Library Expenditures [1]	%[3]	Expenditures for Salaries	%[3]	% of Total for Salaries
1972-73	$ 279,650	8.4	$ 167,014	7.0	59.7
1971-72	258,010	3.4	156,014	7.3	60.5
1970-71	249,447	4.6	145,449	7.0	58.3
1969-70	238,386	12.9	135,888	13.3	57.0

ANALYSIS OF SALARIES - ARL UNIVERSITY LIBRARIES

Year	Total Positions	Median Salary	%[3]	Median BPS	%[3]	Consumer Price Index	%[3]
1974-75	6,141	$ 12,800	8.0	$ 9,300	5.7	150.2 [4]	12.8
1973-74	6,102	11,850	5.3	8,800	3.5	133.1	6.2
1972-73	6,009	11,250	4.2	8,500	3.7	125.3	3.3
1971-72	5,738	10,800	5.4	8,200	2.5	121.3	4.3
1970-71	5,790	10,250	5.7	8,000	6.7	116.3	5.9
1969-70	5,428	9,700	6.6	7,500	4.7	109.8	5.4

ANALYSIS OF SALARIES - ARL NON-UNIVERSITY LIBRARIES

Year	Total Positions	Median Salary	%[3]	Median BPS	%[3]	Consumer Price Index	%[3]
1974-75	4,142	$ 14,500	0.7	$10,313	3.4	150.2 [4]	12.8
1973-74	4,089	14,400	4.3	9,969	10.1	133.1	6.2
1972-73	3,663	13,800	4.5	9,053	2.7	125.3	3.3
1971-72	3,682	13,200	7.3	8,817	5.0	121.3	4.3
1970-71	3,626	12,300	8.8	8,398	10.5	116.3	5.9
1969-70	2,951	11,300	2.7	7,600	8.6	109.8	5.4

[1] In thousands of dollars. Figures are for the 76 institutions which were ARL members in 1969-70. Information taken from Academic Library Statistics.

[2] Not available.

[3] Percent increase from previous year.

[4] As of August 1974.

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES
University Libraries

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1973-74	1974-75	1973-74	1974-75
Alabama	$10,600	$11,500	$ 8,000	$ 8,400
*Alberta	13,681	14,623	9,530	10,246
*Arizona	11,762	12,831	8,900	9,300
Arizona State	11,350	11,950	9,200	9,200
*Boston	10,000	10,500	8,400	9,000
Brigham Young	10,500	11,300	8,700	9,000
British Columbia	13,900	15,600	8,500	10,000
*Brown	10,500	11,180	8,400	9,000
Calif., Berkeley	14,568	16,716	8,724	9,864
Calif., Davis	15,276	16,530	8,724	9,864
Calif., Los Angeles	14,220	16,344	8,724	9,864
Calif., San Diego	12,800	14,208	8,724	9,864
Calif., Santa Barbara	13,552	15,612	8,724	9,864
Case Western Reserve	11,447	12,011	8,666	9,000
*Chicago	11,235	12,407	8,000	9,700
Cincinnati	11,430	12,279	8,918	9,300
Colorado	12,790	13,775	8,500	8,500
*Columbia	12,700	13,800	9,200	9,600
Connecticut	12,533	12,777	9,100	9,720
Cornell	12,425	12,675	8,900	9,200
Dartmouth	12,000	13,356	8,500	8,500
Duke	10,700	11,700	8,500	9,300

*See Footnotes p. 20

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES
University Libraries

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1973-74	1974-75	1973-74	1974-75
Florida	$11,400	$11,600	$ 9,300	$ 9,300
Florida State	10,200	11,143	7,900	9,000
Georgetown	11,358	11,700	9,000	9,200
Georgia	10,800	12,000	9,000	10,000
*Harvard	12,350	13,150	8,800	9,700
Howard	15,649	15,649	11,029	11,029
Illinois	12,300	12,800	9,000	9,390
Indiana	10,815	12,100	8,500	8,500
Iowa	10,300	11,750	9,156	9,800
Iowa State	11,810	12,900	9,544	9,550
Johns Hopkins	10,800	12,200	8,879	9,500
Joint University	10,470	10,689	7,980	8,375
*Kansas	10,200	11,800	7,900	8,500
Kent State	11,300	13,200	8,400	10,000
Kentucky	11,070	12,000	8,500	9,000
Louisiana State	11,077	11,832	8,940	8,940
McGill	11,315	12,351	8,400	8,400
Maryland	12,120	13,097	9,170	9,170
Massachusetts	14,009	15,119	9,200	9,600
*MIT	11,000	11,500	8,800	9,200
*Michigan	12,804	13,788	9,504	10,008
Michigan State	12,000	12,850	9,000	10,000

*See Footnotes p. 20

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES
University Libraries

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1973-74	1974-75	1973-74	1974-75
Minnesota	$12,375	$13,000	$ 9,564	$10,140
Missouri	10,475	11,128	8,000	8,500
Nebraska	10,145	11,326	8,250	8,600
New York	13,500	14,000	9,500	10,500
*North Carolina	10,500	11,600	8,500	9,300
*Northwestern	11,738	12,287	9,000	9,300
Notre Dame	10,540	11,295	8,500	9,200
*Ohio State	11,928	12,528	8,208	8,208
Oklahoma	10,000	9,600	8,500	8,500
Oklahoma State	10,470	11,820	8,460	8,460
Oregon	13,112	13,123	9,360	9,360
Pennsylvania	12,300	13,100	9,400	10,000
*Pennsylvania State	13,320	15,294	9,288	10,604
*Pittsburgh	9,994	10,468	5,856	6,792
Princeton	11,000	11,950	8,800	9,200
Purdue	13,425	14,200	8,800	9,000
Rice	10,650	11,400	8,400	8,600
Rochester	10,550	11,100	9,000	9,000
Rutgers	13,000	14,000	10,523	11,152
*Southern California	11,925	12,443	8,400	8,400
Southern Illinois	12,720	13,320	9,000	9,600
*Stanford	12,000	13,000	8,800	9,400

*See Footnotes p. 20-21

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES
University Libraries

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1973-74	1974-75	1973-74	1974-75
SUNY-Buffalo	$12,500	$12,800	$10,000	$10,000
Syracuse	10,500	11,400	8,600	9,200
*Temple	10,255	11,716	8,820	9,500
Tennessee	10,700	11,600	9,000	9,400
Texas	10,700	11,470	8,900	9,400
Texas A & M	11,340	12,180	8,820	8,820
Toronto	12,300	13,850	8,600	9,400
Tulane	9,400	9,851	7,400	8,000
*Utah	10,000	11,000	8,500	9,000
Virginia	10,560	11,400	8,640	9,120
*Washington	11,832	11,832	9,204	9,204
Washington State	12,010	11,835	9,500	9,500
Washington Univ., Mo.	11,050	12,300	8,500	8,500
Wayne State	12,741	13,468	9,248	9,803
Wisconsin	11,750	12,390	9,500	10,000
Yale	11,300	12,700	8,800	9,400

*See Footnotes p. 21

MEDIAN AND BEGINNING PROFESSIONAL SALARIES
National, Public, and Special Libraries

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1973-74	1974-75	1973-74	1974-75
Boston Public Library	$13,928	$14,664	$ 9,834	$10,326
Center for Research Libraries	10,150	10,514	8,400	9,400
*John Crerar Library	11,820	N/A	9,300	N/A
Library of Congress	14,500	14,500	9,969	10,300
Linda Hall Library	10,500	11,000	8,500	8,500
National Agricultural Library	18,000	18,000	9,969	9,969
*National Library of Canada	11,950	13,100	8,549	9,499
National Library of Medicine	20,677	22,055	9,969	10,567
*New York Public Library	14,500	15,500	10,100	10,500
New York State Library	12,900	13,950	10,155	10,714
Smithsonian Institution	17,794	18,954	11,614	12,167

*See Footnotes p. 20

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES
Summary of Rankings, 1972-1974

INSTITUTION	MEDIAN SALARIES			BEGINNING PROFESSIONAL SALARIES		
	1972	1973	1974	1972	1973	1974
Alabama	75	62	64	79	75	76
Alberta	9	7	9	11	6	5
Arizona	44	37	30	29	33	39
Arizona State	54	44	50	60	16	45
Boston	63	78	79	51	67	55
Brigham Young	**	66	71	**	50	55
British Columbia	13	6	6	42	55	8
Brown	72	66	73	75	67	55
Calif., Berkeley	5	3	1	58	45	15
Calif., Davis	3	2	2	57	45	15
Calif., Los Angeles	8	4	3	56	45	15
Calif., San Diego	15	14	10	55	45	15
Calif., Santa Barbara	7	8	5	54	45	15
Case Western Reserve	51	40	47	50	51	55
Chicago	41	49	38	74	75	23
Cincinnati	42	41	43	41	32	39
Colorado	18	16	17	40	55	68
Columbia	22	19	15	17	16	25
Connecticut	23	20	33	10	22	22
Cornell	21	22	35	39	33	45
Dartmouth	37	30	19	38	55	68
Duke	62	58	59	73	55	39
Florida	53	42	61	62	13	39
Florida State	71	75	74	61	79	55
Georgetown	46	43	59	26	23	45
Georgia	61	56	48	28	23	8
Harvard	40	24	22	72	39	23
Howard	2	1	4	1	1	2
Illinois	29	25	31	31	23	37
Indiana	60	55	46	71	55	68
Iowa	81	73	57	25	21	21
Iowa State	25	36	28	6	5	28
Johns Hopkins	52	56	44	53	36	29
Joint University	43	70	78	78	78	79
Kansas	79	75	56	76	79	68
Kent State	**	47	21	**	67	8
Kentucky	55	51	48	37	55	55
Louisiana State	74	50	52	43	31	64
McGill	49	46	40	70	67	76
Maryland	24	28	24	9	20	53
Massachusetts	1	5	8	24	16	25
MIT	45	53	64	49	39	45
Michigan	12	14	16	5	7	7
Michigan State	32	30	29	16	23	8
Minnesota	20	23	26	8	4	6
Missouri	59	70	75	15	75	68

**Brigham Young joined the ARL in 1973
**Kent State joined the ARL in 1974

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES
Summary of Rankings, 1972-1974

INSTITUTION	MEDIAN SALARIES			BEGINNING PROFESSIONAL SALARIES		
	1972	1973	1974	1972	1973	1974
Nebraska	70	77	70	69	73	66
New York	11	9	12	4	8	4
North Carolina	65	66	61	68	55	39
Northwestern	34	39	42	14	23	39
Notre Dame	31	65	72	36	55	45
Ohio State	19	33	36	59	74	80
Oklahoma	78	78	82	35	55	68
Oklahoma State	77	70	55	77	66	75
Oregon	30	12	23	18	12	38
Pennsylvania	27	25	24	13	11	8
Pennsylvania State	14	11	7	7	14	3
Pittsburgh	39	81	80	67	82	82
Princeton	58	53	50	48	39	45
Purdue	4	10	10	34	39	55
Rice	48	61	67	47	67	66
Rochester	64	64	76	12	23	55
Rutgers	17	13	12	2	2	1
Southern Calif.	68	33	37	66	67	76
Southern Illinois	16	18	20	46	23	25
Stanford	26	30	26	45	39	32
SUNY-Buffalo	10	21	31	3	3	8
Syracuse	57	66	67	65	53	45
Temple	50	74	58	22	37	29
Tennessee	76	58	61	23	23	32
Texas	56	58	66	20	33	32
Texas A & M	36	45	45	44	37	65
Toronto	28	25	14	52	53	32
Tulane	80	82	81	80	81	81
Utah	73	78	76	64	55	55
Virginia	67	63	67	27	52	54
Washington	66	35	52	30	16	45
Washington State	38	29	52	63	8	29
Washington Univ., Mo.	33	52	41	33	55	68
Wayne State	6	17	18	21	15	20
Wisconsin	35	38	39	19	8	8
Yale	47	47	34	32	39	32

BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES
Rank Order Tables

Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking of institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to ranges of beginning professional salaries. The ranges for each group are:

Group 1 -$11,000 and over
Group 2 - 10,500-10,999
Group 3 - 10,000-10,499
Group 4 - 9,500- 9,999
Group 5 - 9,000-9,499
Group 6 - 8,500-8,999
Group 7 - 8,000-8,499
Group 8 - 7,500-7,999
Group 9 - under-7,500

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Howard	$11,029	1	1	Rutgers	$11,152
					2	Howard	11,029
2	2	Rutgers	10,523				
				2	3	Pennsylvania State	10,604
3	3	SUNY-Buffalo	10,000		4	New York	10,500
	4	Minnesota	9,564		5	Alberta	10,246
	5	Iowa State	9,544		6	Minnesota	10,140
	6	Alberta	9,530		7	Michigan	10,008
4	7	Michigan	9,504	3	8	British Columbia	10,000
	8	New York	9,500		8	Georgia	10,000
	8	Washington State	9,500		8	Kent State	10,000
	8	Wisconsin	9,500		8	Michigan State	10,000
					8	Pennsylvania	10,000
	11	Pennsylvania	9,400		8	SUNY-Buffalo	10,000
	12	Oregon	9,360		8	Wisconsin	10,000
	13	Florida	9,300				
	14	Pennsylvania State	9,288		15	Calif., Berkeley	9,864
	15	Wayne State	9,248		15	Calif., Davis	9,864
	16	Washington	9,204		15	Calif., Los Angeles	9,864
5	16	Arizona State	9,200		15	Calif., Santa Barbara	9,864
	16	Columbia	9,200		15	Calif., San Diego	9,864
	16	Massachusetts	9,200	4	20	Wayne State	9,803
	20	Maryland	9,170		21	Iowa	9,800
	21	Iowa	9,156		22	Connecticut	9,720
	22	Connecticut	9,100		23	Chicago	9,700
	23	Georgetown	9,000		23	Harvard	9,700
	23	Georgia	9,000		25	Columbia	9,600
	23	Illinois	9,000		25	Massachusetts	9,600
	23	Michigan State	9,000		25	Southern Illinois	9,600

BPS IN UNIVERSITY LIBRARIES - RANKINGS

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	23	Northwestern	$ 9,000		28	Iowa State	$ 9,550
	23	Rochester	9,000	4	29	Johns Hopkins	9,500
5	23	Southern Illinois	9,000		29	Temple	9,500
	23	Tennessee	9,000		29	Washington State	9,500
	31	Louisiana State	8,940		32	Stanford	9,400
	32	Cincinnati	8,918		32	Tennessee	9,400
	33	Arizona	8,900		32	Texas	9,400
	33	Cornell	8,900		32	Toronto	9,400
	33	Texas	8,900		32	Yale	9,400
	36	Johns Hopkins	8,879		37	Illinois	9,390
	37	Temple	8,820		38	Oregon	9,360
	37	Texas A & M	8,820		39	Arizona	9,300
	39	Harvard	8,800		39	Cincinnati	9,300
	39	MIT	8,800		39	Duke	9,300
	39	Princeton	8,800		39	Florida	9,300
	39	Purdue	8,800		39	North Carolina	9,300
	39	Stanford	8,800		39	Northwestern	9,300
	39	Yale	8,800		45	Arizona State	9,200
	45	Calif., Berkeley	8,724	5	45	Cornell	9,200
6	45	Calif., Davis	8,724		45	Georgetown	9,200
	45	Calif., Los Angeles	8,724		45	MIT	9,200
	45	Calif., Santa Barbara	8,724		45	Notre Dame	9,200
	45	Calif., San Diego	8,724		45	Princeton	9,200
	50	Brigham Young	8,700		45	Syracuse	9,200
	51	Case Western Reserve	8,666		45	Washington	9,204
	52	Virginia	8,640		53	Maryland	9,170
	53	Syracuse	8,600		54	Virginia	9,120
	53	Toronto	8,600		55	Boston	9,000
	55	British Columbia	8,500		55	Brigham Young	9,000
	55	Colorado	8,500		55	Brown	9,000
	55	Dartmouth	8,500		55	Case Western Reserve	9,000
	55	Duke	8,500		55	Florida State	9,000
	55	Indiana	8,500		55	Kentucky	9,000
	55	Kentucky	8,500		55	Purdue	9,000
	55	North Carolina	8,500		55	Rochester	9,000
	55	Notre Dame	8,500		55	Utah	9,000
	55	Oklahoma	8,500				
	55	Utah	8,500		64	Louisiana State	8,940
	55	Washington Univ.	8,500		65	Texas A & M	8,820
					66	Nebraska	8,600
	66	Oklahoma State	8,460		66	Rice	8,600
	67	Boston	8,400		68	Colorado	8,500
	67	Brown	8,400	6	68	Dartmouth	8,500
	67	Kent State	8,400		68	Indiana	8,500
7	67	McGill	8,400		68	Kansas	8,500
	67	Rice	8,400		68	Missouri	8,500
	67	Southern Calif.	8,400		68	Oklahoma	8,500
	73	Nebraska	8,250		68	Washington Univ.	8,500
	74	Ohio State	8,208				

BPS IN UNIVERSITY LIBRARIES - RANKINGS

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	75	Alabama	$ 8,000		75	Oklahoma State	$ 8,460
7	75	Chicago	8,000		76	Alabama	8,400
	75	Missouri	8,000		76	McGill	8,400
				7	76	Southern Calif.	8,400
	78	Joint University	7,980		79	Joint University	8,375
8	79	Florida State	7,900		80	Ohio State	8,208
	79	Kansas	7,900		81	Tulane	8,000
9	81	Tulane	7,400	9	82	Pittsburgh	6,792
	82	Pittsburgh	5,856				

MEDIAN SALARIES IN UNIVERSITY LIBRARIES
Rank Order Tables

Because in a number of cases there is a relatively insignificant difference in the salary level between two institutions (which are nevertheless given two different rankings), it was decided that a "coarser" ranking of institutions was desirable. Therefore, in addition to the individual rankings, institutions are clustered into groups according to median salary ranges. The ranges for each group are:

Group 1 - $15,500 and over	Group 8 - $12,000-12,499
Group 2 - 15,000-15,499	Group 9 - 11,500-11,999
Group 3 - 14,500-14,999	Group 10 - 11,000-11,499
Group 4 - 14,000-14,499	Group 11 - 10,500-10,999
Group 5 - 13,500-13,999	Group 12 - 10,000-10,499
Group 6 - 13,000-13,499	Group 13 - 9,500--9,999
Group 7 - 12,500-12,999	Group 14 - 9,000--9,499

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Howard	$15,649		1	Calif., Berkeley	$16,716
					2	Calif., Davis	16,530
2	2	Calif., Davis	15,276	1	3	Calif., Los Angeles	16,344
					4	Howard	15,649
3	3	Calif., Berkeley	14,568		5	Calif., Santa Barbara	15,617
					6	British Columbia	15,600
4	4	Calif., Los Angeles	14,220				
	5	Massachusetts	14,009	2	7	Pennsylvania State	15,294
					8	Massachusetts	15,119
	6	British Columbia	13,900				
5	7	Alberta	13,681	3	9	Alberta	14,623
	8	Calif., Santa Barbara	13,552				
	9	New York	13,500		10	Calif., San Diego	14,208
				4	10	Purdue	14,200
	10	Purdue	13,425		12	New York	14,000
6	11	Pennsylvania State	13,320		12	Rutgers	14,000
	12	Oregon	13,112				
	13	Rutgers	13,000		14	Toronto	13,850
				5	15	Columbia	13,800
	14	Michigan	12,804		16	Michigan	13,788
	14	Calif., San Diego	12,800		17	Colorado	13,775
	16	Colorado	12,790				
7	17	Wayne State	12,741		18	Wayne State	13,468
	18	Southern Illinois	12,720	6	19	Dartmouth	13,356
	19	Columbia	12,700		20	Southern Illinois	13,320
	20	Connecticut	12,533		21	Kent State	13,200
	21	SUNY-Buffalo	12,500		22	Harvard	13,150

MEDIAN SALARIES IN UNIVERSITY LIBRARIES - RANKINGS

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	22	Cornell	$12,425		23	Oregon	$13,123
	23	Minnesota	12,375		24	Maryland	13,097
	24	Harvard	12,350	6	24	Pennsylvania	13,100
	25	Illinois	12,300		26	Minnesota	13,000
	25	Pennsylvania	12,300		26	Stanford	13,000
8	25	Toronto	12,300				
	28	Maryland	12,120		28	Iowa State	12,900
	29	Washington State	12,010		29	Michigan State	12,850
	30	Dartmouth	12,000		30	Arizona	12,831
	30	Michigan State	12,000		31	Illinois	12,800
	30	Stanford	12,000	7	31	SUNY-Buffalo	12,800
					33	Connecticut	12,777
	33	Ohio State	11,928		34	Yale	12,700
9	33	Southern Calif.	11,925		35	Cornell	12,675
	35	Washington	11,832		36	Ohio State	12,528
	36	Iowa State	11,810				
					37	Southern Calif.	12,443
	37	Arizona	11,762		38	Chicago	12,407
9	38	Wisconsin	11,750		39	Wisconsin	12,390
	39	Northwestern	11,738		40	McGill	12,351
					41	Washington Univ.	12,300
	40	Case Western Reserve	11,447	8	42	Northwestern	12,287
	41	Cincinnati	11,430		43	Cincinnati	12,279
	42	Florida	11,400		44	Johns Hopkins	12,200
	43	Georgetown	11,358		45	Texas A & M	12,180
	44	Arizona State	11,350		46	Indiana	12,100
	45	Texas A & M	11,340		47	Case Western Reserve	12,011
	46	McGill	11,315		48	Georgia	12,000
10	47	Kent State	11,300		48	Kentucky	12,000
	47	Yale	11,300				
	49	Chicago	11,235		50	Arizona State	11,950
	50	Louisiana State	11,077		50	Princeton	11,950
	51	Kentucky	11,070		52	Washington State	11,835
	52	Washington Univ.	11,050		52	Louisiana State	11,832
	53	MIT	11,000		52	Washington	11,832
	53	Princeton	11,000		55	Oklahoma State	11,820
					56	Kansas	11,800
	55	Indiana	10,815	9	57	Iowa	11,750
	56	Georgia	10,800		58	Temple	11,716
	56	Johns Hopkins	10,800		59	Duke	11,700
	58	Duke	10,700		59	Georgetown	11,700
11	58	Tennessee	10,700		61	Florida	11,600
	58	Texas	10,700		61	North Carolina	11,600
	61	Rice	10,650		61	Tennessee	11,600
	62	Alabama	10,600		64	Alabama	11,500
	63	Virginia	10,560		64	MIT	11,500

MEDIAN SALARIES IN UNIVERSITY LIBRARIES - RANKINGS

1973-74				1974-75			
Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	64	Rochester	$10,550		66	Texas	$11,470
	65	Notre Dame	10,540		67	Rice	11,400
11	66	Brigham Young	10,500		67	Syracuse	11,400
	66	Brown	10,500		67	Virginia	11,400
	66	North Carolina	10,500		70	Nebraska	11,326
	66	Syracuse	10,500		71	Brigham Young	11,300
				10	72	Notre Dame	11,295
	70	Missouri	10,475		73	Brown	11,180
	70	Joint University	10,470		74	Florida State	11,143
	70	Oklahoma State	10,470		75	Missouri	11,128
	73	Iowa	10,300		76	Rochester	11,100
	74	Temple	10,255		76	Utah	11,000
12	75	Florida State	10,200				
	75	Kansas	10,200		78	Joint University	10,689
	77	Nebraska	10,145	11	79	Boston	10,500
	78	Boston	10,000				
	78	Utah	10,000	12	80	Pittsburgh	10,468
	78	Oklahoma	10,000				
				13	81	Tulane	9,851
13	81	Pittsburgh	9,994		82	Oklahoma	9,600
14	82	Tulane	9,400				

FOOTNOTES TO ARL ANNUAL SALARY SURVEY, 1973-74

Alberta	Does not include salary of head librarian.
Arizona	Does not include the Medical and Law Libraries.
Boston	Does not include the Libraries of Law, Medicine and Theology.
Brown	Does not include the John Carter Brown Library.
Chicago	Does not include salary of head librarian.
Columbia	Does not include salary of head librarian.
Harvard	Does not include salary of head librarian. Salaries for 1974-75 estimated.
John Crerar	Salaries do not change annually per fiscal year. No data available for 1974-75.
Kansas	Figures for Lawrence Campus only, excluding Law Library.
MIT	Does not include salary of head librarian.
Michigan	Does not include Business Administration, Clements and Law Libraries and Michigan Historical Collections.
National Library of Canada	Recruiting rate for Library Science Group is indicated here as Beginning Professional Salary.
New York Public	The report refers only to The Research Libraries and certain related administrative offices. The Branch Libraries are not included.
North Carolina	Does not include Health Sciences, Law and Institute of Government Libraries.
Northwestern	Figures for 1973-74 include Main Library on Evanston Campus. Figures for 1974-75 include the professional school libraries as well as the Evanston campus.
Ohio State	Excludes three professional positions at the Law Library.
Pennsylvania State	Includes all campuses. Does not include salary of head librarian.
Pittsburgh	Does not include salary of head librarian. Categories of positions have been established by the guidelines published with the Standard Form 100 Joint Reporting Committee, Equal Plans for Progress Program of HEW.

Southern California	Does not include the staff of the Medical Library and the Law School Library.
Stanford	Excludes staff from six Coordinate (autonomous) Libraries.
Temple	Does not include the Law and Health Sciences Libraries.
Utah	Does not include the Medical and Law Libraries.
Washington	Does not include salary of head librarian.